

WORK-LIFE HARMONY

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The Surgeon General identifies flexibility and autonomy as integral to successfully providing the Framework's element of Work-Life Harmony. As referenced in this Framework, flexibility is the "ability of workers to work when and where is best for them" and autonomy is the degree to which an employee has "control over when, where, and how they do their work."¹

Our staff have always benefited from an employee-centric culture built on the concepts of flexibility and work-life balance. In fact, 96% of our employees identify flexibility as the top benefit of working at Bookminders and 95% report they are comfortable adjusting their workload both up and down to best fit their life.

Through our core value of supported autonomy, Bookminders sets employees up for success. Staff have extensive control over their work and access to crucial support, resources, and guidance. 100% of our employees report they are appreciated by their manager and clients, 99% report they are provided with the tools to be successful and 100% agree they are able to easily get answers when questions arise.²

Bookminders believes that providing support is foundational to an employee having the ability to exercise their autonomy. While delivering our services does require staff to adhere to certain work methodologies and security policies, our employees are otherwise free to determine how, when, and where they work and what clients they add to their portfolio. Bookminders' staff are treated like the professionals they are, knowing they are trusted and valued by their manager, coworkers, and clients.

Read Lisa's story about [Creating Harmony](#) with Bookminders and stay tuned for the next Newsminders Wellness installment, **Mattering at Work**.

Sources:

1. U.S. Department of Health & Human Services. (2023). *Workplace Mental Health & Well-being: Current Priorities of the U.S. Surgeon General*. *Workplace Mental Health & Well-Being - Current Priorities of the U.S. Surgeon General*. Retrieved March 15, 2023, from <https://www.hhs.gov/surgeongeneral/priorities/workplace-well-being/index.html>
2. *Bookminders Bi-Annual Employee Survey Results (2021)*